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## THE Y AND THE MONTREAL FACT

APPROVED SEPTEMBER 15, 1975  
BY THE  
METROPOLITAN BOARD OF DIRECTORS  
YMCA OF MONTREAL

## TABLE OF CONTENTS

1	OBJECTIVES	1
11	POLICY AND STRATEGY	
	A) STAFFING	1
	B) BOARDS AND COMMITTEES	2
	C) PLANNING PROCESS	2
	D) PUBLIC IMAGE	3
111	SUGGESTED PROGRAM FOR IMPLEMENTATION	
	A) APPROVAL	4
	B) STAFF	4
	C) MANAGEMENT	4

## THE Y AND THE MONTREAL FACT

### 1 OBJECTIVES

- A) To attain a position by 1979 or earlier whereby the Association in its program delivery and its social mission is reflective of the two major cultures of the Montreal milieu while maintaining a sensitivity to the aspirations and needs of other cultural segments.
- B) To conduct the public and internal affairs of the Association in French and English.

### 11 POLICY AND STRATEGY

#### A) STAFFING

The necessary steps be taken to ensure that a staff force representing the required qualities in terms of skills and commitment can conduct the public and internal affairs of the Association in French and English.

#### STRATEGY

- A) When hiring and promoting the ability to work in both languages or the willingness to gain the skills becomes of significant importance for positions where bilingualism is designated as necessary.

11

STRATEGY CONTINUED

- b) ATTENTION SHOULD BE GIVEN IN THE RECRUITMENT OF STAFF TO THEIR CULTURAL BACKGROUND AS FUTURE DEVELOPMENTS WILL REQUIRE STAFF INDIGENOUS TO THE TWO PREDOMINANT CULTURES.
- c) TO PROCEED IMMEDIATELY ON A PRIORITY BASIS WITH A FRENCH AND ENGLISH LANGUAGE TRAINING PROGRAM FOR PRESENT STAFF.
- d) EFFECTIVE JUNE 1976 ALL PUBLICATIONS DIRECTED TO ASSOCIATION WIDE GROUPS OF LAYMEN AND STAFF MUST BE PUBLISHED IN BOTH LANGUAGES.
- e) EVALUATIONS WILL BE CONDUCTED IN THE OPERATING LANGUAGE OF THE UNIT OR BRANCH.

B. BOARDS AND COMMITTEES

THE NECESSARY STEPS BE TAKEN TO ENSURE THAT ALL BOARDS AND COMMITTEES RECOGNIZE AND SUPPORT THE LANGUAGE POLICY OF THE ASSOCIATION.

STRATEGY

- a) ENCOURAGE RECRUITMENT OF REPRESENTATIVES AT THE LAY LEVEL WHO WILL SUPPORT THE GOAL OF ATTAINING A POSITION THAT REFLECTS THE LINGUISTIC COMPOSITION OF THE COMMUNITIES SERVED.
- c) PLANNING PROCESS

IN ITS EXPANSION AND DEVELOPMENT THE ASSOCIATION IS TO GIVE PRIORITY TO ATTAINING A DISTRIBUTION OF OPERATING UNITS THAT MORE CLOSELY REFLECTS THE CULTURAL AND LINGUISTIC REALITIES OF THE MONTREAL MILIEU.

11 C) PLANNING PROCESS CONTINUEDSTRATEGY

- A) TO DIRECT FUNDS TOWARD THE DEVELOPMENT OF OPERATING UNITS IN FRANCOPHONE COMMUNITIES.
- B) TO DEVELOP AND INITIATE SPECIFIC PROGRAMS IN THE LANGUAGE OF THE COMMUNITIES SERVED.

D) PUBLIC IMAGE

THE NECESSARY STEPS BE TAKEN TO DEVELOP A PUBLIC IMAGE CONSISTENT WITH THE OBJECTIVES STATED IN THIS PAPER.

STRATEGY

- A) ALL SIGNS MUST BE IN FRENCH AND ENGLISH AND WILL BE ERECTED IN ACCORDANCE WITH APPROPRIATE GOVERNMENT REGULATIONS.
- B) ALL BROCHURES, INSIGNIAS, POSTERS MUST BE IN FRENCH AND ENGLISH.
- C) ALL PUBLIC RELATIONS MATERIALS MUST BE IN FRENCH AND ENGLISH.
- D) A PROGRAM OF PUBLIC RELATIONS BE DEVELOPED TO IDENTIFY THE ASSOCIATION TO THE FRANCOPHONE POPULATION.
- E) THAT A PROGRAM TO IDENTIFY THE ASSOCIATION AND ITS OBJECTIVES TO GOVERNMENTS BE DEVELOPED.
- F) ALL DOCUMENTATION TO ANY LEVEL OF THE PROVINCIAL GOVERNMENT OF QUEBEC WILL BE PRESENTED IN FRENCH. WHERE COMMUNICATION IS ESTABLISHED WITH LOCAL LEVELS OF GOVERNMENT AND PARA-GOVERNMENT ORGANIZATIONS, DOCUMENTATION WILL BE PRESENTED IN THE LANGUAGE APPROPRIATE TO THE NORMAL WORKING LANGUAGE OF THAT ORGANIZATION.

## 111 PROGRAM FOR IMPLEMENTATION

### A) APPROVAL

1. EXECUTIVE COMMITTEE - DISCUSSION AND SUPPORT IN PRINCIPLE.
2. METROPOLITAN BOARD.
3. BRANCH AND UNIT BOARDS, METROPOLITAN COMMITTEES, STAFF OPERATIONS MANAGEMENT.
4. METROPOLITAN BOARD FOR DECISION.

### B) STAFF

CLEAR AND CONCISE PRESENTATION TO ALL STAFF REGARDING IMPLICATIONS AND OPPORTUNITIES.

### C) MANAGEMENT

SENIOR MANAGEMENT CREATES A CRITICAL PATH FOR IMPLEMENTATION ACROSS TOTAL ASSOCIATION.